



UPHOLDING THE PANEL PLEDGE

Suggested wording for responses to event invitations

Response to event invitations

Thank you for the invitation to speak at/participate in your event.

The University of Newcastle is committed to gender equality. I too am committed to a more equitable future and have taken the UON Gender Equality Leadership Pledge. As part of that pledge, I am not participating in events or panels that do not embrace gender diversity.

I am very interested in participating in your event, but before I confirm my attendance, would request confirmation of the other panellists/speakers/participants. I hope to see a gender balanced line up with women and men all contributing in meaningful ways.

I would also like to be kept informed of any changes to the line-up and reserve the right to withdraw should the gender mix change significantly

Should you require some assistance achieving gender balance, I would be happy to assist with a process to identify additional participants.

Response to indication of panel lacking gender diversity

Thank you for providing the detail of your event line-up.

I am very keen to participate but the lack of gender diversity compromises my commitment to equality so I will be unable to attend/participate on this occasion.

I would be happy to reconsider this decision should you be able to secure a more balanced panel/line-up.

Response if the organiser has sought and failed to achieve gender diversity but the event is key to your role

Thank you for providing the detail of your event line-up. I appreciate your efforts to achieve gender balance and I acknowledge the challenges you face.

Demonstrating a commitment to diversity is important for our field/discipline/profession. Might I suggest you consider inviting female participation from a complementary field or perhaps create an opportunity for an up-and-coming female in the field to present?

I would be more than happy to discuss some ideas and options with you. We will not achieve the change we all desire unless we are committed to doing things differently.